



# **Commandant's Remarks to the Class of 2008**

**BG Robert L. Caslen, Jr.**

**9 August 2006**

# Observations from the Summer

- **Class of 2010**

- Lowest resignations in a number of years
- Extremely high morale
- APFT: 53% pass rate to 95% pass rate
- Transition to Cadet/Soldier going very well

- **Class of 2009**

- LTG(R) Ohle – Morale, teamwork “off the charts”
- Fewer “incidents” than past years
- Tough, realistic training
- High OPTEMPO



**Good news  
story.**

**WHY?**

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**CL '07/'08**

- **Leadership**
- **Teamwork**
- **Goal-setting**
- **Ownership**

# The “WHY,” Part I



**A Warrior – This is What You Will Become**

# Soldier's Creed

**I am an American Soldier.**

**I am a Warrior and a member of a team. I serve the people of the United States and live the Army Values.**

*I will always place the mission first.*

*I will never accept defeat.*

*I will never quit.*

*I will never leave a fallen comrade.*

**I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills. I always maintain my arms, my equipment and myself.**

**I am an expert and I am a professional.**

**I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.**

**I am a guardian of freedom and the American way of life.**

**I am an American Soldier.**



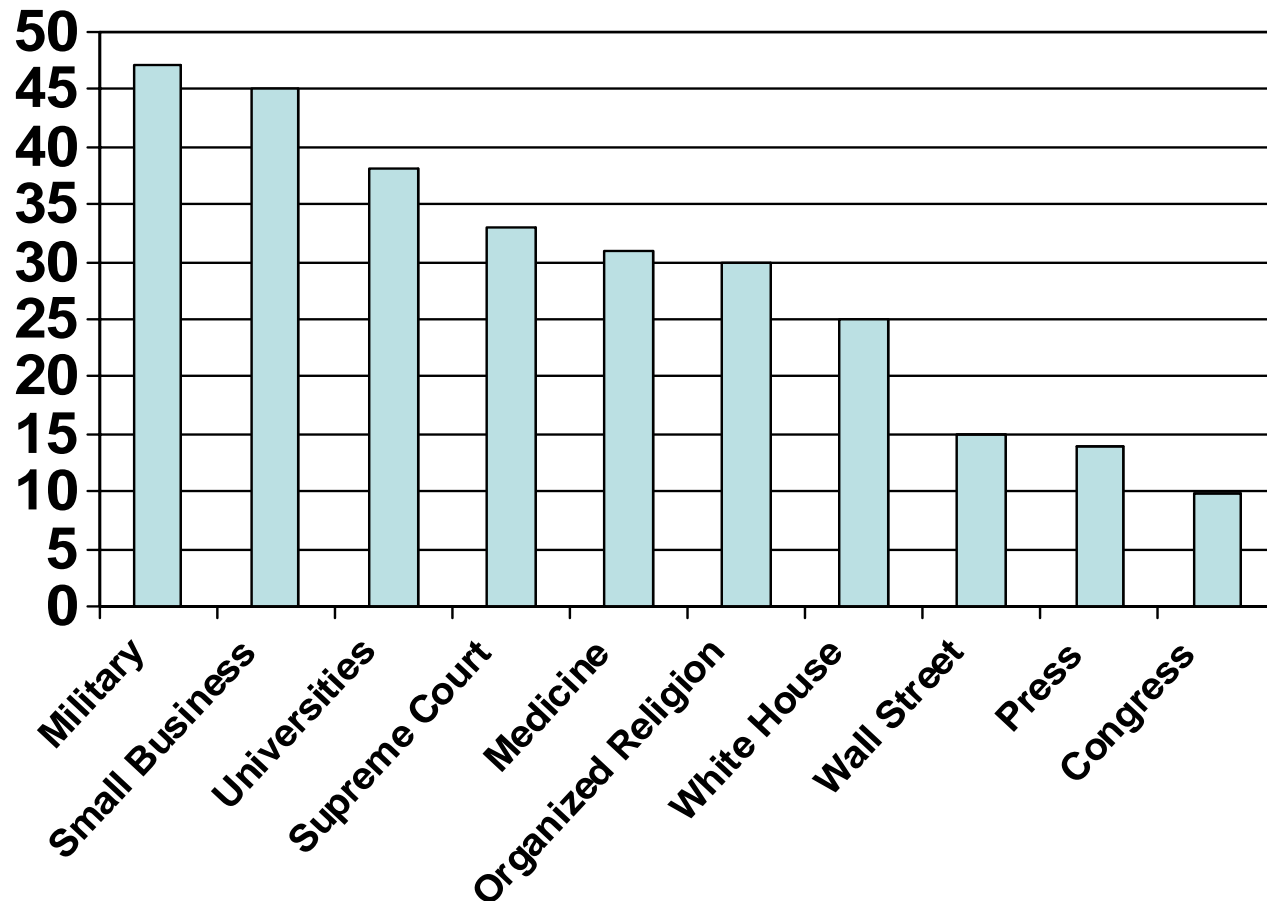


## The “WHY,” Part II



**Those moral qualities that constitute the nature of a leader and shape his/her decisions and actions**

# Public Perception of Your Profession



Percent who express confidence in leaders of:

*Source: Harris Poll, March 2, 2006*

# **The “WHY, ” Part III**

**When the average American wants to see what is right with America, they will find it embedded in the values, ethics and traditions of the United States Military Academy.**

**Together, WE have the moral obligation to maintain these values.**

**In order to do that we all must understand, maintain, and inculcate USMA and Army Values, and live them in all we do!**

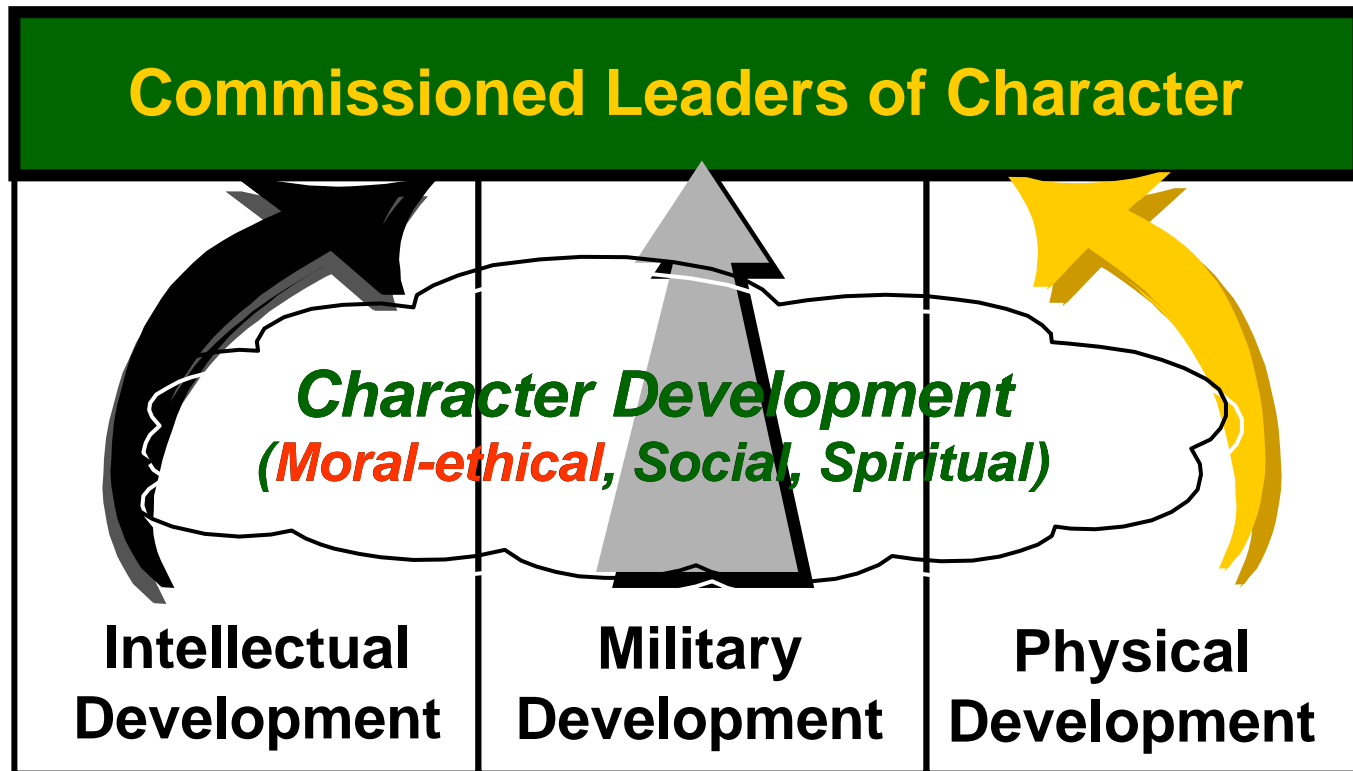
**The risk is America’s loss of faith, trust and confidence in the military and our Army at large.**

**Competence is not a guarantor of Character!**



# The West Point Experience

## Developing competence and character



# **What Can Go Wrong?**

## **When the Class of 2007 were Cows...**

<b>Separations</b>	<b>18</b>
--------------------	-----------

- |                       |    |
|-----------------------|----|
| • Academic            | 11 |
| • Military & Academic | 2  |
| • Honor               | 3  |
| • Medical             | 2  |
| • Misconduct          | 0  |
| • Physical Fitness    | 0  |

# **The Comm's Top Five**

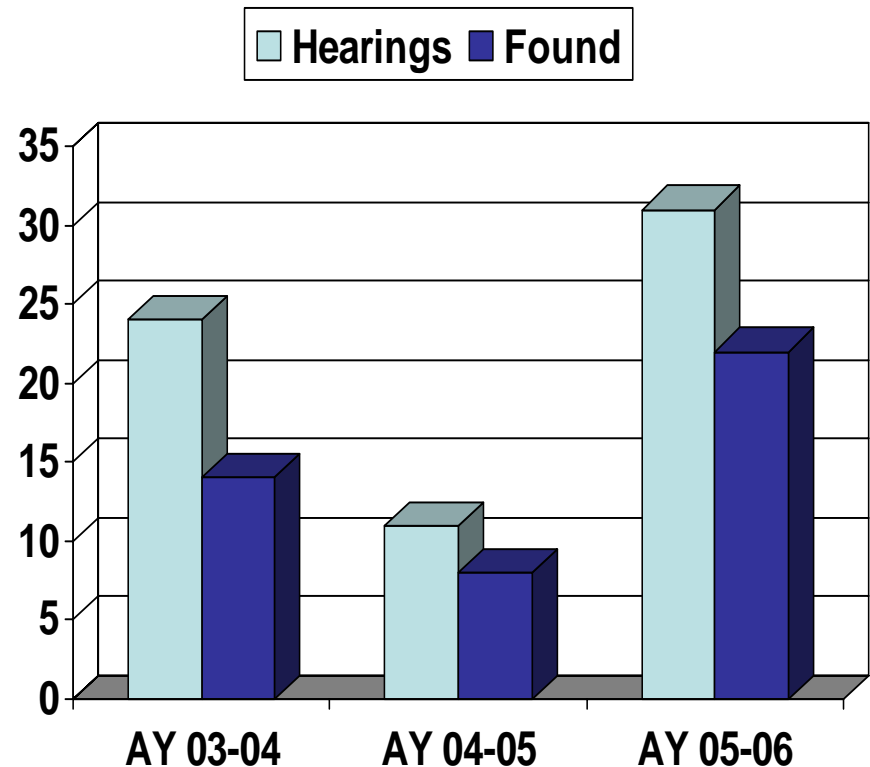
- **Developing disciplined leaders of character – integrity, respect, officership**
- **Teamwork: We, not I. Up, down, sideways**
- **Warrior focus. Mental, then physical toughness.**
- **Pride. Not egotism. Not from “hoopla,” but from “blood, sweat, tears.” Shared hardships. Mutual respect.**
- **Courage. Moral and Physical. Candor.**

# What You Can Expect From Me

- **Respect**
- **Vision/goals. Guidance and Intent**
- **Communication – formal and informal, out of office**
- **Freedom to make mistakes**
- **Little tolerance for:**
  - Hand-waving (not grappling w/ details for success)
  - Tap-dancing (trying to answer a question when you can't)
  - Rationalization (minimizing the importance of a failed action)
- **No tolerance for:**
  - Leaving a fellow soldier in the lurch...“I will never leave a fallen comrade.”
  - Loss of integrity
  - Gender or racial discrimination/harassment/abuse
  - Drug or alcohol abuse
  - Those who quit...“I will never quit.”

# Plagiarism Trends

- Plagiarism cases in 05-06 up significantly over previous year
- 70% of cadets at board said they had no intent to deceive or they forgot to document
- Cadets sharing files and projects for “formatting shells” and not documenting – but they do get an advantage from looking at another cadet’s “shell” even if they don’t use the actual data



# My Thoughts on Alcohol Use

- I do not accept alcohol abuse as a defense for anything
- One stupid act can ruin your career, your life, or someone else's
- Make common-sense decisions while still rational (e.g., driving, sleeping, etc)
- Never leave a fallen comrade
- Know your limits
- 0-0-1-3
  - No underage drinking
  - No DUIs
  - One drink per hour, maximum
  - Three drinks in an entire sitting



# Blood-Alcohol Content

	DRINKS											
Body weight	1	2	3	4	5	6	7	8	9	10	11	12
100 lb.	.038	.075	.113	.150	.188	.225	.263	.300	.338	.375	.413	.450
110 lb.	.034	.066	.103	.137	.172	.207	.241	.275	.309	.344	.379	.412
120 lb.	.031	.063	.094	.125	.156	.188	.219	.250	.281	.313	.344	.375
130 lb.	.029	.058	.087	.116	.145	.174	.203	.232	.261	.290	.320	.348
140 lb.	.027	.054	.080	.107	.134	.161	.188	.214	.241	.268	.295	.321
150 lb.	.025	.050	.075	.100	.125	.151	.176	.201	.226	.251	.276	.301
160 lb.	.023	.047	.070	.094	.117	.141	.164	.188	.211	.234	.258	.281
170 lb.	.022	.045	.066	.088	.110	.132	.155	.178	.200	.221	.244	.265
180 lb.	.021	.042	.063	.083	.104	.125	.146	.167	.188	.208	.229	.250
190 lb.	.020	.040	.059	.079	.099	.119	.138	.158	.179	.198	.217	.237
200 lb.	.019	.038	.056	.075	.094	.113	.131	.150	.169	.188	.206	.225
210 lb.	.018	.036	.053	.071	.090	.107	.125	.143	.161	.179	.197	.215
220 lb.	.017	.034	.051	.068	.085	.102	.119	.136	.153	.170	.188	.205
230 lb.	.016	.032	.049	.065	.081	.098	.115	.130	.147	.163	.180	.196
240 lb.	.016	.031	.047	.063	.078	.094	.109	.125	.141	.156	.172	.188

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# Definitions and Policies

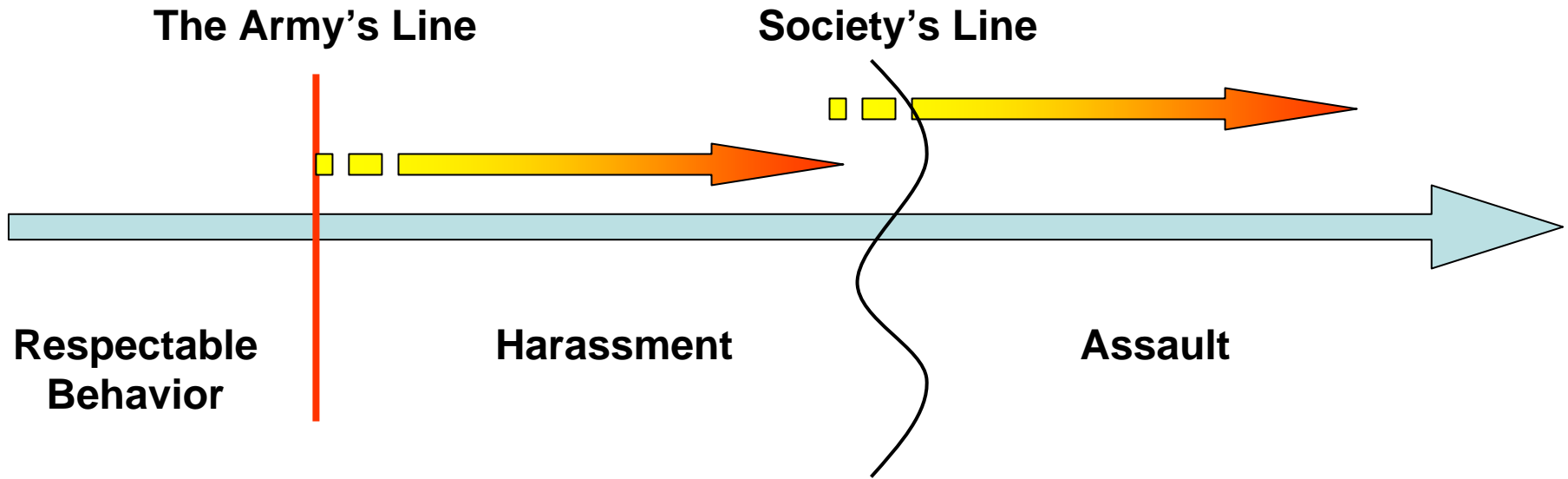
**Harassment:** Anyone who attempts to control, influence or affect the career, pay or job of another through sexual behavior; makes deliberate or repeated verbal comments or gestures of a sexual nature that are offensive to another individual; or makes abusive physical contact of a sexual nature is engaging in sexual harassment.

**Assault.** The use of unlawful force or violence which creates in the mind of another a reasonable apprehension of immediate bodily harm. “Bodily harm” means any offensive touching of another, however slight. Sexual Assault includes Indecent Assault, Rape, Forcible Sodomy, Assault with the Intent to Commit Rape, Assault with the Intent to Commit Sodomy.

**DoD, Army, USMA and USCC policies are clear and consistent:**

**ZERO TOLERANCE!**

# Where We Draw The Line



# Special Assistant to Commandant for Human Relations

- USCC focal point for reporting and processing sexual assault incidents
- Additional confidential reporting source for victims of sexual assault, in addition to CPD's Victim Advocates
- Responsible to activate the victim support systems when victim elects restricted report option

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**<https://www-internal.uscc.usma.edu/SCPME/Assault/SARP.cfm>**

# What's New This Year

## Confirmed!

- Supt directed study to eliminate forced distribution of MD Grades by Term 072
- Consequences for failing a MDS
- How CPRP and CZCP are administered
- Area police/beautification
- Coffee bar in Grant Hall
- Company stores

## Considering...

- Changes to Uniform Policy
- Afternoon rifle ranges
- Swapping authos

## No Changes (This Term)

- Mandatory dinner
- Winter Intramurals
- Additional team authos



# Take-Aways

- Teach the underclasses by being examples of what cadets should strive to be. They are your legacy.
- If you see something that isn't right, do something!
- Selflessness. Humility. It is about your team, not about you.
- Balance. Have some fun here.

**“The Army is not made up of people; the Army is people...living, breathing, serving human beings. They have needs and interests and desires. They have spirit and will, strengths and abilities. They have weaknesses and faults, and they have means. They are the heart of our preparedness... and this preparedness - as a Nation and as an Army - depends upon the spirit of our soldiers. It is the spirit that gives the Army...life.”**

***General Creighton Abrams***